



2022 Leadership Lafayette XXXV Application Packet

Program Overview

We live in complex and challenging times. Amid lost opportunities and an ever-changing civic landscape, leadership has never mattered more. Participants selected for the 2022 Leadership Lafayette program can expect a dynamic experience that will include virtual and in-person experiences and learning opportunities. Participants will experience an integrated, experiential community leadership program framed around local challenges. These shared experiences transform individuals into a network of leaders to shape our community's future.

The Leadership Lafayette experience is not a starting point for leadership development, but rather a process for leaders to refine and enhance their commitment to our community. Following graduation, participants will join the Leadership Institute of Acadiana's network of local alumni and gain access to 700,000+ leaders in the National Leadership Network.

COVID-19 Response and Commitment

The Leadership Institute of Acadiana strives to provide exceptional trainings and programming while making your safety our top priority. LIA will adhere to CDC and local government guidelines, subject to change, to ensure safe programming for all participants. This unique time calls for a level of flexibility on the part of all of us and we realize that restrictions may change. Class content and schedule may be adjusted based on recommendations from health experts.

In-person programming will follow best practices for hygiene, sanitation, and preventative measures. This includes but is not limited to social distancing and the strict use of facial coverings. To ensure you are confident in engaging with us, attendance policies will be flexible due to sickness or other health emergencies.

If a Program Day must move to a virtual format, the following adjustments will be made:

- The virtual session will be hosted via Zoom from 10:00 am to 3:00 pm with a 1-hour lunch break
- A 90-minute session debrief will be hosted on the following Thursday from 8:30 am to 10:00 am

Regardless of format, we pledge to you the delivery of an engaging, thought-provoking and valuable experience. We are confident that your participation will be a rewarding investment for you, your organization and the future of Lafayette.

Admission Deferral Guarantee

Because of the ever-evolving nature of the pandemic, we will be offering admission deferral to any candidates accepted in the 2022 cohort. Request for admission deferral must be submitted via writing no later than January 19, 2022. Each request will be handled on a case-by-case basis.

For more information, please feel free to reach out to Jan Swift, Interim Executive Director of LIA, at info@leadacadiana.org.



Application Process

Selection of participants is based on information provided on the application. Please allow ample time for the following steps:

1. Read through the full application and dedicate time to respond to the essay questions.
2. Download the commitment statement. Review the policies, sign, and get your employer's signature. Full support from your employer is a program requirement.
3. If applicable, complete the tuition assistance request form.
4. Submit your completed online application. Pay the \$30 application fee via credit card to complete the application.
5. Register for a recruitment webinar and/or schedule a 15-minute call with the program director to discuss the 2022 program changes.

Selections Considerations

If you are an established or emerging leader who wants to gain a deeper understanding of the Lafayette region, explore collaborative civic leadership, and build connections across sectors, you may be a great fit for Leadership Lafayette. We welcome applicants from all backgrounds, industries, and sectors. Candidates **must** have full support of the business or organization they represent.

Typically, LIA receives more applications than can be accommodated. A committee made up of Leadership Lafayette alumni will select a cohort of approximately 30 leaders who demonstrate a commitment to Lafayette and are driven to positively transform the region. The committee seeks to create a diverse, dynamic, and well-balanced class, with an emphasis on broad representation of sectors, occupations, generations, racial/ethnic/cultural backgrounds, geographic residence, and community interests.

Tuition

Tuition for the 2022 program year is \$2000 per participant and covers all program costs and materials, including meals, lodging, and other costs associated with programming. **Tuition is non-refundable** and is payable in full at time of acceptance unless other arrangements are coordinated with the program director.

Tuition Assistance

LIA has a tuition assistance fund available to those who demonstrate financial need. Requests for tuition assistance must be submitted by Friday, November 19, 2021, along with the application. No tuition assistance requests will be accepted after the application deadline.

Requests for assistance will be kept confidential. Tuition assistance requests and applications for admission to the Class of 2022 are considered independently.



Participant Expectations

Leadership Lafayette has become a community institution and boasts many of this area's most distinguished leaders as graduates. If selected, you can expect an exciting year that exposes you to some of our community's biggest assets, most daunting challenges, and most interesting people.

- Participants should bring an open mind, a commitment to serving Acadiana, and a willingness to listen and learn, regardless of any potential conflicting perspectives.
- Participants are asked to contribute to discussions and to allow others the opportunity to contribute. Leadership Lafayette is not a standardized program—each class will undergo a unique experience. Participants should be ready to engage, build camaraderie with classmates, and to embrace new perspectives in a professional manner.
- Any disciplinary issues or inappropriate behavior (disrespect to fellow classmates or presenters, prohibited use of communication devices, excessive tardiness, absenteeism, misrepresentation of program values, etc.) during the program period will be addressed with the candidate by the Leadership Lafayette Chair(s) and reported accordingly. Subsequent issues can result in dismissal by the Leadership Institute of Acadiana Executive Committee. At the discretion of the Executive Committee, the candidate may be removed, without reimbursement, from the program.
- Respectful interaction with presenters and invited guests is an essential part of the Leadership experience. Therefore, there is a strict no cell phone policy during class time. Class members may use their cell phones and other communication devices during breaks and other designated times to be determined by day chairs, etc.
- Adherence to guidelines as set by the CDC and state and local authorities including any additional guidelines as set by venues, particularly with respect to face coverings. Additionally, participants agree to not attend any in-person activities if the participant or any person they are in contact with is experiencing symptoms of COVID-19 or has a suspected or diagnosed/confirmed case of COVID-19.

Participant Attendance and Participation

Attendance is crucial for class members to have a successful year. To recognize the value and to preserve the integrity of the totality of the Leadership Lafayette experience, **graduation is contingent upon participation**

- Participants must commit to attend the opening retreat and all scheduled class days. A full list of specific dates is listed under the commitment agreement. Failure to attend class days without a valid reason shall be considered by the Executive Committee as cause to be eliminated from the program.
- Attendance at the opening retreat is mandatory. **Failure to attend any portion of the opening retreat for any reason, will disqualify a member from participating in the class.**

The Leadership Institute of Acadiana Executive Committee reserves the right to make graduation decisions contingent upon the candidate fulfilling all the program requirements. This includes, but is not limited to, attendance, team exercises, homework, class participation, and demeanor.



Commitment Agreement

I understand and acknowledge the purpose and commitment of Leadership Lafayette. To graduate from the program, attendance and participation is required for the following:

- Orientation: February 10, 2022
- LIA Annual Meeting: TBD
- Two-day opening retreat: February 20-21, 2022 (overnight in Loranger, LA)
- 8 full-day sessions, generally from 8:00 am to 5:00 pm unless otherwise noted:
 - Friday, March 11, 2022
 - Friday, April 8, 2022
 - May TBD, 2022 (Date to be announced around State Policy trip)
 - Friday, June 10, 2022
 - Friday, July 15, 2022
 - Friday, August 12, 2022
 - Friday, September 9, 2022
 - Friday, October 7, 2022
- Closing Retreat: Friday, October 28, 2022
- Graduation: TBD

If selected, I understand the commitment of time and participation:

- I have read and understand the program expectations, attendance, and participation policy. Additionally, I understand and commit to any program restrictions and/or adjustments that may arise due to the pandemic.
- I have discussed with my employer and they are in full support of my participation.
- I understand that if I fail to meet any part of the obligation of participating, I will be removed from the program with no portion of my tuition refunded.

If selected, I understand the financial commitment:

- I understand that program tuition is \$2,000 and that after the opening retreat, **no portion of the tuition is refundable.**
- I understand that the balance of tuition is due no later than **January 19, 2022.**

I certify that the information in this application is true and correct to the best of my knowledge. I understand the above commitment and agree to be bound by it in signing this application.

Applicant Signature: _____ **Date:** _____

Employer Consent

This candidate has my full support to participate in Leadership Lafayette. I am aware of the time commitment for successful participation, as well as the financial obligation incurred, either on part of the participant, our organization, or a third party. I understand that after the opening retreat, no portion of the tuition is refundable.

Employer Title: _____

Employer Name: _____

Date: _____

Employer Signature: _____